

# **EXHIBIT “A”**

	<b>Funding information and source of contributions</b>	<b>Outside administrative organization</b>
<b>Dental managed care options</b>	Insured and self-insured  Employer and employee contributions	Varies by dental managed care organization (DMCO). Consult the health plan comparison charts available on <i>Your Benefits Resources</i> Web site  None of the self-insured DMCO administrators guarantee any DMCO option benefits under a contract or policy of insurance
<b>Vision benefits</b>		
<b>Vision plan</b>	Insured  Employer and employee contributions	Davis Vision Vision Care Processing Unit P.O. Box 1525 Latham, NY 12110
<b>Flexible Reimbursement Plan</b>		
<b>Healthcare account</b>	Self-insured  Employee contributions	UnitedHealthcare P.O. Box 981178 El Paso, TX 79998-1178 1-800-334-4515 Fax: 1-915-781-1085
<b>Life and accident insurance benefits</b>		
<b>Basic life and accidental death and dismemberment (AD&amp;D)</b>	Insured  Employer contributions	Metropolitan Life Insurance Company 1 Madison Avenue New York, NY 10010
<b>Supplemental life, dependent life and supplemental AD&amp;D</b>	Insured  Employee contributions	Marsh @WorkSolutions <sup>SM</sup> 1176 West Lakes Parkway West Des Moines, IA 50398 1-800-336-9427
<b>Disability benefits</b>		
<b>Short-term disability</b>	Self-insured  Employer contributions	UnumProvident P.O. Box 9500 Portland, ME 04104-5058 1-866-217-7417 Fax: 1-866-206-7882
<b>Long-term disability</b>	Self-insured  Employer and employee contributions	UnumProvident P.O. Box 9500 Portland, ME 04104-5058 1-866-217-7417 Fax: 1-866-206-7882